



Workplace Bulletin

February 29, 2008

Également disponible en français

The *Workplace Bulletin*, issued by the **Strategic Policy, Analysis, and Workplace Information Directorate**, is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

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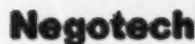
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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below; the full complement of the **46 available reports** for this issue can be found at [Current Summary Reports](#) (PDF format, 126kb).

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
Quebec Pratt & Whitney Canada Corp, CAW Canada, (2,800 plant and maintenance employees) <u>0190209</u>	Dec 07
Alberta General President's Maintenance Committee for Canada, various unions, (2,650 service and maintenance employees) <u>0883609</u>	Jan 08
British Columbia Vancouver Police Board, British Columbia Federation of Police Officers, (1,350 police officers) <u>0732210</u>	Jan 08
Multiprovince Canadian National Railway Company, Steelworkers (3,200 maintenance of way employees) <u>1040606</u>	Jan 08

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing \(PDF format, 146kb\)](#).




Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can conduct customized data searches.

Current and Upcoming Key Negotiations covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,550	ARB/ CO/B	Mar 06-Jan 08
Canada Revenue Agency	PIPSC	9,490	B	Oct 07
Government of Nunavut	PSAC	2,100	B	Sep 06
National Research Council of Canada	PIPSC	1,680	B	Jul 07
Private Sector				
Purolator Courier Limited	Teamsters	9,000	CO	Dec 07
Bell Canada (Ont. and Que.)	CEP	6,260	CO	Nov 07
MTS Allstream Inc. (Man.)	TEAM/CEP/IBEW	3,400	MED/B	Feb/Dec 07/ Jan 08
Saskatchewan Wheat Pool operating as Viterra	Grain Services Union	700	B	Jan 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	Nurses	50,000	TENT	Mar 08
Saskatchewan Association of Health Organizations	Various unions	32,680	B	Mar 08
Health Boards of Alberta	AUPE/HSAA	22,650	B	Mar 08
Regional Health Authorities of Manitoba	Nurses	11,000	B	Sep 07

Employer	Union	Employees	Status*	Expiry Month
City of Montréal	Various unions	7,670	B	Dec 06
Toronto Police Services Board	Toronto Police Association	7,310	B	Dec 07
Government of New Brunswick	Teachers	7,280	B	Feb 08
Société de transport de Montréal	CUPE/CSN	6,250	TENT/B	Jan 07
City of Winnipeg	CUPE/Firefighters	6,130	B	Dec 07
Government of New Brunswick	CUPE	5,760	B	Jun 07
Government of Newfoundland and Labrador	Nurses	4,800	B	Jun 08
City of Québec	Various unions	4,530	B	Dec 06
Nova Scotia Association of Health Organizations (representing 10 employers)	Nurses	4,000	TENT	Oct 06
Hydro One	CUPE	3,860	B	Mar 08
Windsor Casino Limited	CAW Canada	3,500	B	Apr 08
Capital District Health Authority	NSGEU	3,400	B/TENT	Oct 06
Workplace Safety and Insurance Board (Ont.)	CUPE	3,300	B	Mar 08
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
London Health Sciences Centre (Ont.)	CAW Canada	1,100	B	Oct 07
Health Authorities of Prince Edward Island	CUPE	800	B	Mar 07
Private Sector				
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	TENT	Jul 07
Canada Safeway (B.C.)	UFCW	10,230	B	Mar 08
New Dominion Stores (Ont.)	CAW Canada	8,500	B	Jul 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	TENT	Mar 07

Employer	Union	Employees	Status*	Expiry Month
The Great Atlantic & Pacific Company of Canada Limited (Ont.)	UFCW	6,300	B	Jun 07
Brewers Retail Inc. (Ont.)	UFCW	6,000	B	Dec 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07
Pharma Plus Drugmarts Ltd. (Ont.)	UFCW	1,500	CO	Jan 08
Better Beef Limited (Ont.)	UFCW	1,100	B	Dec 07

* ARB - Arbitration
 B - Bargaining
 B/WS - Bargaining after work stoppage
 CO - Conciliation
 MED - Mediation
 M/WS - Mediation after work stoppage

PAB - Post-arbitration bargaining
 PCB - Post-conciliation bargaining
 PMB - Post-mediation bargaining
 TENT - Tentative settlement
 WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Government of Newfoundland and Labrador	CUPE/NAPE	16,150	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	Mar 08
Toronto Transit Commission	ATU	8,400	Mar 08
Government of New Brunswick	Nurses	4,390	Dec 07
University of Toronto	CAW Canada	3,400	Apr 08
City of Ottawa - OC Transpo	ATU	2,000	Mar 08
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07
National Research Council of Canada	RCEA/PIPSC	1,130	Mar/Dec 07
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	Dec 07
Prince Edward Island Department of Health	Nurses	790	Mar 08
Marine Atlantic	CAW Canada	780	Dec 07

Major Work Stoppages

involving 500 or more employees from **February 8 to 21, 2008.**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
Government of New Brunswick Province-wide, New Brunswick Canadian Union of Public Employees 550 correctional employees, community college custodians, and human resource counsellors	Wages	Jan 10/2008	Feb 18/2008

Innovative Workplace Practices—4th Quarter 2007

Bruce Aldridge

*Strategic Policy, Analysis, and Workplace Information Directorate
Labour Program, Human Resources and Social Development Canada*

This overview of workplace innovations is based on a review of 88 collective agreements settled during the fourth quarter of 2007. Of these, 18 settlements contained provisions considered to be innovative or of particular interest.

Duration

Forty-eight agreements had a duration of 36 months which represent slightly over half (55%) of the total settlements for the fourth quarter of 2007. Sixteen agreements had a duration of 48 months and 11 settlements had durations of 24 months. There were 3 settlements with a 12-month duration while 10 settlements had 60-month durations.

Compensation

A **profit-sharing plan** in 2 settlements between Algoma Steel Inc., Sault Ste. Marie, Ontario, and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service

Workers International Union provides employees with 6.0% of profits of between \$50-\$100 million; 8.0% of profits of between \$100-\$150 million and 10% of profits in excess of \$150 million. Any amount will be paid in 2 instalments, 50% of expected amounts will be paid within 30 days of the release of third quarter financial reports, and the balance 90 days after the end of the fiscal year.

John Deere Welland Works of John Deere Limited, Welland, Ontario, and CAW Canada also have a **profit-sharing plan**. The plan, payable on January 2008, 2009 and 2010 with no maximum, is based on hours worked, hourly rate of pay, including cost-of-living allowances, and world-wide consolidated return on assets and world-wide agricultural and commercial and consumer equipment return on assets.

A **gain-sharing plan** has been established between Forest Industrial Relations Limited, various locations, Vancouver Island and Coastal British Columbia, and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service

Workers International Union. The plan is based on a return of capital employed formula whereby employees would receive an annual payment if the calculations for coastal companies exceeded 5.0% during the previous calendar year, and a corresponding larger payment if it exceeded 10%, 15% or 20%.

SSQ Société d'assurance-vie Inc., Québec and Montréal, Quebec, and Fédération du commerce inc. have negotiated a **bonus plan concerning net profits**. Should the company declare and distribute a net profit, employees will be entitled to an annual bonus of \$761.78 in 2007, \$777.02 in 2008, \$792.56 in 2009, and \$814.36 in 2010.

A **market adjustment program** has been initiated between Governors of the University of Calgary, Calgary, Alberta, and Faculty Association of the University of Calgary. A supplemental adjustment of \$1,000 will be applied to the annual salary of each employee.

The University of Regina and University of Saskatchewan, Regina and Saskatoon, Saskatchewan, and Canadian Union of Public Employees have negotiated a **retention bonus**. A one-time bonus of \$1,000 will be paid on January 2009 to permanent employees hired as of January 31, 2007 and who remain employed through December 31, 2008. Term and recurring employees who meet the employment criteria will receive a bonus of \$375.

The Saskatchewan Association of Health Organizations, province wide, Saskatchewan, and Health Sciences Association of Saskatchewan have also established a **retention bonus**. Effective October 1, 2007, Step 5 of each classification range will be increased by 2.5% for purposes of retention. For current market supplemented wage rates, the 2.5% adjustment will be applied to Step 5 of the educational base rates of pay and then that specific dollar amount will be applied to the market-supplemented wage rate.

An **employee incentive plan** has been initiated between Terasen Gas Inc., province-wide, British Columbia, and Canadian Office and Professional Employees Union. The pay component will be increased to 3.5% of annual base pay based on the following comparators: 1.0% based on overall business results, increasing to 1.5% for the 2012 payout; 1.0% for employees whose overall performance rating is at or above the "meets expectations" level; and 1.0% for employees whose sick leave utilization level is less than 75% of the bargaining unit average.

The Laurentian Bank of Canada and Laurentian Trust of Canada, province-wide, Quebec, and Ottawa, Ontario, and Office and Professional Employees International Union have negotiated a **performance-based incremental adjustment**. Effective January 1, 2008, following an annual performance assessment, clerical employees who have not reached the maximum of their wage scales will be entitled to a wage adjustment of between 1.5% and 4.5% if their performance is deemed "effective" or "superior". On January 1, 2009, 2010 and 2011, depending on the level of performance, they will be entitled to an adjustment of between 3.0% and 4.5% while not exceeding their scale maximum. Also, client service advisors and consulting services directors will be entitled to a wage adjustment of between 0.75% and 2.25% based on the same assessment levels as the clerical employees. On January 1, 2009, 2010 and 2011, depending on the level of performance, they will be entitled to an adjustment of between 1.5% and 2.25% while not exceeding their scale maximum. Any employee who has reached the maximum of their wage scales will be entitled to a lump-sum adjustment which may be transferred into a registered retirement savings plan if it exceeds \$500.

The parties have also established a new **two-tier hybrid pension plan**. Effective January 1, 2008, employees participating in the current defined contribution plan may continue contributing to the management plan should they wish to manage their own investments or they may contribute to a new union-employee hybrid defined benefit plan to be managed by the union within

a master trust fund. Employees who currently benefit from the defined contribution plan will be required to transfer to the new hybrid plan. The defined benefit plan guarantees an annuity upon retirement that is completely paid by the employer and is calculated according to a pre-established salary and participation length-based formula. In addition to the new hybrid plan employees may contribute to a defined contribution plan in order to accrue savings that will also be covered by the employer. Employee contributions will be a minimum of 3.33% of annual wages and 5.0% above maximum insurable earnings should their salaries exceed \$43,700. Employer contributions will be 0.4% of employee salary. The new hybrid plan allows employees to set their annual contribution between 3.33% and 8.0% of wage salary and upon retirement, to receive an annuity equal to 1.5% of the best 5 years of service in addition to the amount they will have contributed to the defined contribution plan.

Health and Welfare

Terasen Gas Inc., province-wide, British Columbia, and Canadian Office and Professional Employees Union have implemented a **flexible employees benefit plan**. Effective January 1, 2011, a new plan will be based on the percentage of base payroll represented by the cost of benefits for bargaining unit employees in the 2007 calendar year. The percentage resulting from the above calculation will be applied to the 2009 bargaining unit base payroll to yield a dollar amount which will fund the 2011 benefits program. Thereafter, the same percentage will be applied annually to base payroll to yield a dollar amount to be applied to fund the benefits.

A **problem gambling treatment** provision has been negotiated between Bombardier Inc., Montréal Completion Centre, Dorval, Quebec, and CAW Canada. Employer will contribute 100% of the treatment costs to a life-time maximum of \$3,000.

Société Radio-Canada, province-wide, Quebec, and Moncton, New Brunswick, and Association des réalisateurs have established **benefit coverage for**

contract employees. Contract employees working an average of 20 hours per week for at least 13 weeks may opt for benefit coverage of \$50,000 life insurance, extended health insurance, dental care, short-term disability for a maximum of 17 weeks, long-term disability, and optional life insurance. Employees receive an amount equal to 12.5% of their salary to assist in paying benefit premiums except for dental care and short-term disability. However, when such employees become eligible for retirement, the employer will cease providing this amount and will cover all premiums except long-term disability and optional life insurance.

Working Conditions

The Halifax Regional School Board, Halifax, Nova Scotia, and Canadian Union of Public Employees have established a new **return to work and accommodation provision**. The employer acknowledges its duty to accommodate employees unable to perform regular duties due to a mental or physical disability. The parties and the affected employee will discuss and consider the available evidence regarding the existence and nature of the disability and options for accommodation without causing undue hardship to all parties.

The parties have also negotiated a **health and safety** provision whereby the employer will provide training to prevent and reduce the risk of injury; support and counseling in response to injuries sustained in the workplace. The parties will regularly review procedures and guidelines to address injuries in the workplace. Regional committees will review trends and statistics and make recommendations for region-wide responses to concerns.

Coca-Cola Bottling Company, Brampton, Ontario, and CAW Canada have established a **plant closure** provision. In case of a plant closure or new location greater than 50 miles away, employees with 5 years of service or less will receive \$20,000 in severance pay; 6 to 10 years, \$30,000; over 10 years, \$40,000.

Labour-Management Committees

During the fourth quarter of 2007, 18 of the 88 agreements contained provisions for establishing committees dealing with a wide variety of issues.

Société Radio-Canada, province-wide, Quebec, and Moncton, New Brunswick, and Association des réalisateurs have established a **inter-unit or hybrid project** committee. The mandate will be to study the effects of the creation of inter-unit hybrid jobs, combining the basic functions of 2 or more jobs, and to propose solutions to meet the operational needs of the company while respecting rights acquired through accreditation and the collective agreement of the Association des réalisateurs.

A committee to discuss **peer training** has been introduced between Corporation of Delta, Delta, British Columbia, and Canadian Union of Public Employees. The parties will study, review, and

discuss potential peer training opportunities for inside staff other than supervisory.

The Ottawa Police Services Board, Ottawa, Ontario, and Ottawa Police Association have established a **premiums adjustments** committee to review premiums paid versus claims expenses for the extended health and dental plans and determine if any adjustments are required to the premiums. Where the premiums paid are not sufficient to cover claims expenses, a lump-sum payment will be provided to cover the employer's portion of the shortfall and an adjustment will be made to the premiums effective the month of the review. Where the premiums paid are in excess of the claims expenses, premiums will be adjusted downwards effective the month of review to reflect the difference, unless otherwise mutually agreed.

Other committees included in collective agreements deal with such items as performance review, labour relations, conflict interest, compressed work week, and job postings.

Previous articles on innovative workplace practices are available at <http://www.hrsdc.gc.ca/en/lp/wid/win/00index.shtml>

Coming in the Next Issue

- Wage Settlements—**January 2008** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is provided in this issue; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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